

REVISED UNIVERSITY CONTRACT POLICY-2015

1.	Mode of Appointments	<p>i) All the contract positions will be advertised in the University Gazette as well as floated on the University website for inviting applications from the suitable candidates. However, in any emergency requirement, the Vice Chancellor is authorized to relax the condition of advertisement.</p> <p>ii) All the appointments will be made through the Selection Committees (Teaching and Non-Teaching posts) constituted by the Vice Chancellor respectively.</p> <p>iii) All the appointments will be made in accordance with the prescribed qualifications / criteria of the positions, if available.</p>
2.	Pay Package	Basic Pay Scale of the positions plus other usual allowances shall be admissible under the rules or on market based consolidated salary package to be determined by the Special Committee comprising of concerned Dean, Registrar, and Treasurer headed by the Vice Chancellor.
3.	Annual Increase	Annual Increase will be admissible as per Notification of the Government of the Punjab, Finance Department duly adopted by the University for implementation in the relevant Basic Pay Scale of the post.
4.	Pension, GPF, etc.	No pensionary benefits will be allowed. General Provident Fund, Contributory Provident Fund or Voluntary Provident Fund etc. shall NOT be deducted from the salary of contractual employee.
5.	Rules, Regulations, Statutes, Policies of the University	The contractual employee will be bound to follow the University rules, regulations, statutes, policies etc. which are currently exist or as may be prescribed by the University from time to time.
6.	Period of Contract	Appointments will be made purely on contract basis and the tenure will be extended for further period on the basis of good performance/requirement duly recommended by the concerned Dean/Director/Chairman/Head of the Department.
7.	Entitlement of Leave	Total 25 days Annual Causal Leaves will be admissible to the contractual employee. No other leaves will be allowed except EOL (without pay & allowances) during the tenure of the contractual employee if essentially required to be decided by the Vice Chancellor.
8.	Medical Facilities	Medical facilities will NOT be admissible to the contractual employee.
9.	Travelling / Daily	Travelling / Daily Allowances on the journeys performed for official duty shall be permissible under the applicable rules.
10.	Termination of Contract	<p>The Contract will be terminated on the following grounds:</p> <p>i) Appointment can be terminated on one month's notice or on payment of one month's pay in lieu thereof by the contractual employee.</p> <p>ii) The appointment will be terminated, if the contractual employee remains absent willfully from duty or does not complete the assignment during his / her tenure of contract.</p>

		<p>iii) If degree(s) /certificate(s) / diploma(s) etc. are found bogus, the appointment shall be terminated by the Appointing Authority immediately without serving any notice.</p> <p>iv) The Appointing Authority has a right to terminate the services of the contractual employee at any time without assigning any reason and it cannot be challenged in any Court of Law / Tribunal / Authority.</p>
11.	Transfer	The Appointing Authority can transfer the services of the contractual employee at any one of the University Campuses.
12.	Recovery of Loss	The contractual employee is liable to pay / deposit the University loss, if he/she will be found involved in such cases.
13.	Performance of Other Duties	The contractual employee shall be liable to perform all kind of duties in public as well as in the best interest of the University as may be entrusted to him/her by the Appointing Authority from time to time failing which the appointment will be liable to terminated at once.